

Decent wages – Assessment tool

Adequacy of lowest paid positions in our organization	Our organization
Government-mandated minimum wage.	
More than \$20 an hour. (“ <u>Living Wage</u> ” research has identified \$23.15 as the wage needed to live adequately in the City of Toronto, given current costs of living in an urban setting.)	

The spread between the lowest and highest wages in our organization	Our organization
Highest paid staff are paid more than 5 times the average wage of the lowest paid 10% of our organization’s positions.	
Highest paid staff are paid no more than 8 times the average wage of lowest paid 10% of our organization’s positions. (WageMark proposed ratio)	
Highest paid staff are paid less than 8 times the average wage of lowest paid 10% of our organization’s positions of lowest paid 10% of our organization’s positions.	

Annual salary increases across position levels	Our organization
Our organization actively seeks to increase salary based on <u>cost of living when possible</u> .	
Our organization has created funding plans to support consistent wage increases.	
Our organization doesn’t offer wage increases, but offers other benefits in lieu.	